



Comprehensive Guide to the Annual Performance Report for Educator Preparation Programs



2022 Version



The Missouri Standards for the Preparation of Educators (MoSPE) outline the expectations for programs that are preparing educators for certification in Missouri. In order to ensure that programs are meeting these expectations, the Department of Elementary and Secondary Education (DESE) established the Annual Performance Report for Educator Preparation Programs (APR-EPP) to measure the performance of educator preparation programs (EPPs) in valid and meaningful ways. The APR-EPP is based on the MoSPE performance standards and provides a mechanism by which to review and approve EPPs at the certification program level. Information provided through these reports assists DESE in recognizing effective practices and in identifying programs in need of additional support.

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Overview

The State Board of Education (Board) is charged with the initial approval and continuing accreditation of Educator Preparation Programs (EPPs) and their individual certification programs ([5 CSR 20-400.440](#)). Both processes are based upon Missouri Standards for the Preparation of Educators (MoSPE).

Initial Approval

New certification programs must be approved by the Board through the initial approval process before the hosting EPP is able to recommend preparation program candidates for certification in Missouri. EPPs must provide evidence that the program(s) in question meets the MoSPE requirements. If the Board finds this evidence convincing, the program will receive initial approval. Contact [DESE's Educator Preparation Section](#) for more information on this process.

Continuing Accreditation

After gaining initial approval, all certification programs must earn continuing accreditation each year. The Annual Performance Report for Educator Preparation Programs (APR-EPP) process collects and documents data aligned with the nine Missouri Teacher Standards. Based upon its review of the data, the Board makes one of the following determinations.

Accredited: The Board acknowledges that the program is adequately preparing educators and may continue to recommend candidates for certification. Programs that earn 70 percent or more of the points possible will receive this designation.

Provisionally Accredited: A program that earns fewer than 70 percent of the points possible in two consecutive years will be designated as “Provisionally Accredited” by the Board. The program will be provided with a timeline for addressing these areas. In the meantime, the EPP retains the ability to continue to recommend candidates in that certification area.

Unaccredited: The Board determines that program previously designated as “Provisionally Accredited” has not made sufficient progress and removes the EPP’s authority (i.e. “approval”) to recommend candidates for certification in this area.

Glossary

The following is a glossary of terms related to APR-EPP process.

Program Completer: A person who met all the requirements of a state-approved educator preparation program. Documentation may take the form of a degree, institutional certificate, program credential, transcript, or other written proof of having met the program’s requirements. In applying this definition, the fact that an individual has or has not been recommended to the state for initial certification or licensure may not be used as criterion for determining who is a program completer. Completers include any student who completed a program of study to become a teacher, librarian, student services provider (e.g. school counselor), and school leader (e.g. principal).

Certification Area: One of the fields in which individuals may be licensed by DESE to work in Missouri schools. The list of certification areas is included in Appendix A.

Certification Candidate: An individual who has completed the requirements for a degree program leading to certification and/or a certification-only program, including the passage of the Missouri Content Assessment (MoCA), GPA, and the performance assessment. The certification candidate must be eligible to be recommended by the educator preparation program for certification

Certificated Candidate: A Certification Candidate who received Missouri certification.

Reported GPA: Grade Point Average (GPA) data collected on program completers who met the GPA requirements for degree completion. Content areas GPA (e.g., Mathematics 9-12 or Chemistry 9-12) and professional programs have a GPA reporting requirement. A full list of programs with GPA reporting requirements is included in appendix B.

Missouri Performance Assessment: State-required performance assessment used to evaluate educator candidates during a culminating clinical experience. Completed by both an EPP representative and the site-based supervisor.

Methodology

Each fall, EPPs submit data associated with all individuals who became Program Completers during the previous academic year (fall, spring, and summer). Based upon data provided by EPPs and third-party vendors, DESE identifies Certification Candidates. The APR-EPP is generated entirely from data associated with Certification Candidates.

For each certification program, DESE then calculates a score for each standard using the processes described in the following pages. The points earned for each standard are then totaled and divided by the number of points possible. This percentage represents the program's APR-EPP score and is the basis for accreditation determinations made by the Board.

EPP-Submitted Data

In addition to required identifying and demographic data, EPPs must submit Missouri Educator Evaluation System (MEES) data for each Program Completer. See Appendix D for specific submission guidelines.

Determination of Certification Candidates

Business logic for calculating Certification Candidates to determine if a program completer is a certification candidate includes information from GPA (Program & Content), Missouri Content Assessment, and the performance assessments.

Cell Size Considerations for Individual Performance Indicators

In order to generate publicly available data on a particular metric, a certification program must have a total of at least 10 certification candidates during the past five years. This method results in pooled averages for each standard. "Pooling" means that all the data collected over the five-year period will be accumulated, and a single aggregate data point will be computed from those data.

Individual certification area reports will be released securely to EPPs for planning purposes, regardless of cell size. The report will be provided for the purposes of continuous improvement and will be used as a basis for making accountability decisions even if the number of certification candidates is too few to allow for public reporting.

Survey Participation Rate

Participation rates are calculated for standards derived from first-year educator survey data. In order for a certification program to be held accountable for these standards, a participation rate of 40 percent or greater is necessary.

The participation rate for the First-Year Educators' Overall Preparation standard is calculated as x/y , where:

x = number of certificated candidates that received and completed the survey; and

y = number of certificated candidates that received a survey.

Calculating Teacher APR-EPP Scores

Teacher Program Standard 1: Content Knowledge

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																		
Business Logic	Calculations will include information from the Missouri Content Assessment (MoCA), GPA, Missouri Educator Evaluation System (MEES) and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
Indicator	<p>MoCA</p> <p>The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • Scores are based on the average of best attempt(s) per SSN per certification program. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2018. • Scores are based on all available years in the APR-EPP starting with 2018. 																		
Special Notes	<ul style="list-style-type: none"> • Special Note — Students in Elementary Education 1–6 must pass all four sections of the prior MoCA and both sections of the new MoCA <ul style="list-style-type: none"> ○ Elementary: <ul style="list-style-type: none"> ▪ Language Arts (Test Code 007), Mathematics (Test Code 008), Science (Test Code 009) and Social Studies (Test Codes 010) or ▪ Mathematics/Science (Test 073) and Language Arts/Social Science (Test 074) • Special Note — Students in Mild/Moderate Cross-Categorical K-12 must pass the following test of MoCA <ul style="list-style-type: none"> ○ Mild/Moderate Cross-Categorical Special Education (Test Code 050) • Special Note — MoCA test included in Certification Areas 4, 5, and 6 are individual tests (Certification Area information can be located in appendix A) • Special Note — MoCA average range is not below 220.0 due to the requirements for a Certification Candidate • <i>Due to COVID-19, 2020 APR was suspended and no data collected.</i> 																		
Scoring Guide	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2">MoCA</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>250.0 +</td><td>50.0</td></tr> <tr> <td>245.0 – 249.9</td><td>47.5</td></tr> <tr> <td>240.0 – 244.9</td><td>45.0</td></tr> <tr> <td>235.0 – 239.9</td><td>42.5</td></tr> <tr> <td>230.0 – 234.9</td><td>40.0</td></tr> <tr> <td>225.0 – 229.9</td><td>37.5</td></tr> <tr> <td>220.0 – 224.9</td><td>35.0</td></tr> </tbody> </table>	MoCA		Average Range	Points	250.0 +	50.0	245.0 – 249.9	47.5	240.0 – 244.9	45.0	235.0 – 239.9	42.5	230.0 – 234.9	40.0	225.0 – 229.9	37.5	220.0 – 224.9	35.0
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225.0 – 229.9	37.5																		
220.0 – 224.9	35.0																		
Indicator	<p>GPA</p> <p>The reported GPA of certification candidates will be used.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2018. • Scores are based on all available years in the APR-EPP starting with 2018. 																		
Special Notes	<ul style="list-style-type: none"> • <i>Due to COVID-19, 2020 APR was suspended, and no data collected.</i> • <i>GPA average range is not below 2.75 due to the requirements for a certification candidate.</i> 																		

Scoring Guide	<table border="1"> <thead> <tr> <th colspan="2">Grade Point Average (GPA)</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>3.60 +</td><td>20.00</td></tr> <tr> <td>3.40 – 3.59</td><td>19.25</td></tr> <tr> <td>3.20 – 3.39</td><td>18.50</td></tr> <tr> <td>3.00 – 3.19</td><td>17.75</td></tr> <tr> <td>2.75 – 2.99</td><td>17.00</td></tr> </tbody> </table>	Grade Point Average (GPA)		Average Range	Points	3.60 +	20.00	3.40 – 3.59	19.25	3.20 – 3.39	18.50	3.00 – 3.19	17.75	2.75 – 2.99	17.00						
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2.75 – 2.99	17.00																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> Cooperating Teachers (CT) and University Supervisors (US) will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 1 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the Institute of Public Policy (IPP) to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 1. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 1. All responses related to Standard 1 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

Teacher Program Standard 2: Student Learning and Development

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 2 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 2. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 2. All responses related to Standard 2 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will be determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

Teacher Program Standard 3: Curriculum Implementation

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 3 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

Teacher Program Standard 4: Critical Thinking

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 4 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 4. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 4. All responses related to Standard 4 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				

Special Notes	<i>Due to COVID-19, the 2020 APR was suspended and no data collected.</i>													
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4.0 – 5.0	5													
3.0 – 3.9	4													
2.0 – 2.9	3													
0.0 – 1.9	0													

Teacher Program Standard 5: Classroom Environment

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 5 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
Special Notes	<i>Due to COVID-19, the 2020 APR was suspended and no data collected.</i>																				
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Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 5. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 5. All responses related to Standard 5 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				

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4.0 – 5.0	5													
3.0 – 3.9	4													
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Teacher Program Standard 6: Effective Communication

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 6 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 6. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 6. All responses related to Standard 6 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				

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4.0 – 5.0	5													
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Teacher Program Standard 7: Assessment and Data Analysis

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> The CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 7 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Indicator	<p>First-Year Teacher Surveys</p> <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Teacher Survey responses. Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported <ul style="list-style-type: none"> A minimum of 10 surveys must be returned, AND The participation rate must be at least 40 percent. Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 7. Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 7. All responses related to Standard 7 on the surveys are totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses. <ul style="list-style-type: none"> The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received. The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received. The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page. Scores are based on all available years in the APR-EPP starting with 2018. 																				

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4.0 – 5.0	5													
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Teacher Program Standard 8: Professionalism

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 8 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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3.0 – 3.9	4												
2.0 – 2.9	3												
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Teacher Program Standard 9: Professional Collaboration

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.																				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and US will submit data for the required nine standards. Certification Candidate scores are reported when the “n” size is 10 or more. MEES Standard 9 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the US summative scores will be added together and divided by two. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. This average will determine points on the scoring guide. Scores are based on all available years in the APR-EPP starting with 2018. 																				
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Calculating School Counselor APR-EPP Scores

School Counselor Program Standard 1: Student Development

Definition	The school counselor utilizes his/her skills and knowledge of student development and behavior to promote the mental health and well-being of all students by facilitating their academic, personal/social, and career development.																		
Business Logic	Calculations will include information from the Missouri Content Assessment (MoCA), GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
Indicator	<p>MoCA</p> <p>The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • Scores are based on the average of best attempt(s) per SSN per certification program. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019. • Scores are based on all available years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MEES)</p> <ul style="list-style-type: none"> Cooperating Teachers (CT) and Program Supervisors (PS) will submit data for the required five standards. Administrator evaluations of teacher candidates will not be used. Certification Candidates scores are reported when the “n” size is 10 or more. MEES Standard 1 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the PS summative scores will be added together and divided by four. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Program. The average will determine points on the scoring guide. Scoring Guide are based on all years in the EPP-APR starting with 2019. 																				
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Indicator	<p>First-Year Counselor Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only School Counselor Surveys will be included in this calculation {survey type = counselor}.) <ul style="list-style-type: none"> DESE contracts with the Institute of Public Policy (IPP) to gather the First-Year Counselor Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year counselor and the first-year counselors’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. 																				

	<ul style="list-style-type: none"> ▪ Indicator #1 is the First-Year Counselor Responses. <ul style="list-style-type: none"> • It is the average of all the scores related to Standard 1. ▪ Indicator #2 is the First-Year Educators' Supervisor Responses. <ul style="list-style-type: none"> • It is the average of all the scores related to Standard 1. <ul style="list-style-type: none"> ▪ All responses related to Standard 1 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> • On the supporting data pages there will be a column for first-year educator responses and one for first-year educators' supervisor responses. ▪ Add the scores for the First-Year School Counselor responses and divide by the number of surveys completed. The average score will determine points received. ▪ Add the scores for the First-Year School Counselor Supervisor's responses and divide by the number of surveys completed. The average score will determine points received. • Add the points received from First-Year School Counselor responses and First-Year Counselor Supervisor's responses and place the total points on the summary page. ○ Scoring Guide are based on all years in the EPP-APR starting with 2019. 												
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School Counselor Program Standard 2: Program Implementation

Definition	The school counselor collaborates with school and community members to plan, design, implement, evaluate, and enhance the school and districtwide comprehensive school counseling program to advance the academic, personal/social, and career development of all students.																		
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
Indicator	<p>MoCA</p> <p>The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • Scores are based on the average of best attempt(s) per SSN per certification program. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019. • Scores are based on all available years in the APR-EPP starting with 2019. 																		
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School Counselor Program Standard 3: Professional Relationships

Definition	The school counselor develops collaborative professional relationships throughout the school and community which support the comprehensive school counseling program as well as the overall mission and improvement plans of the school district.																		
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and Surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
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Indicator	<p>MEES</p> <ul style="list-style-type: none"> CT and PS will submit data for all 16 indicators. Administrator evaluations of teacher candidates will not be used. The “n” size is based on 10 or more Certification Candidates. MEES Standard 3 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the PS summative scores will be added together and divided by four. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Program. The average will determine points on the scoring guide. Scoring Guide are based on all years in the EPP-APR starting with 2019. 																				
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Business Logic	Calculations will include information from the performance assessments and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																				
Indicator	<p>First-Year Counselor Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only School Counselor Surveys will be included in this calculation {survey type = counselor}.) <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Counselor Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year counselor and the first-year counselors’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Counselor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Standard 3. Indicator #2 is the First-Year Educators’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Standard 3. All responses related to Standard 3 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year educator responses and one 																				

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Special Notes	<ul style="list-style-type: none"> • <i>Due to COVID-19, the 2020 APR was suspended and no data collected.</i> 												
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First-Year Survey													
Average Range	Points												
4.0 – 5.0	5												
3.0 – 3.9	4												
2.0 – 2.9	3												
0.0 – 1.9	0												

School Counselor Program Standard 4: Leadership and Advocacy

Definition	The school counselor serves as a change agent, demonstrating leadership, vision, collaboration and advocacy for the on-going development of self, students, the comprehensive school counseling program and the school.																		
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
Indicator	<p>MoCA</p> <p>The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • Scores are based on the average of best attempt(s) per SSN per certification program. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019. • Scores are based on all available years in the APR-EPP starting with 2019. 																		
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MoCA																			
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Indicator	<p>GPA</p> <p>The reported GPA of certification candidates will be used.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019. • Scores are based on all available years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MEES)</p> <ul style="list-style-type: none"> CT and PS will submit data for all 16 indicators. Administrator evaluations of teacher candidates will not be used. The “n” size is based on 10 or more Certification Candidates. MEES Standard 4 from the data submission will be used in the calculation. <ul style="list-style-type: none"> For each certification candidate, the CT and the PS summative scores will be added together and divided by four. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Program. The average will determine points on the scoring guide. Scoring Guide are based on all years in the EPP-APR starting with 2019. 																				
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Performance Assessments																					
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Indicator	<p>First-Year Counselor Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only School Counselor Surveys will be included in this calculation {survey type = counselor}.) <ul style="list-style-type: none"> DESE contracts with the IPP to gather the First-Year Counselor Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year counselor and the first-year counselors’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, <u>AND</u> the participation rate must be at least 40 percent. Indicator #1 is the First-Year Counselor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Standard 4. Indicator #2 is the First-Year Educators’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Standard 4. All responses related to Standard 4 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year educator responses and one for first-year educators’ supervisor responses. 																				

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Special Notes	<i>Due to COVID-19, the 2020 APR was suspended and no data collected.</i>
Scoring Guide	

First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

School Counselor Program Standard 5: Ethical and Professional Conduct

Definition	The school counselor knows, understands and adheres to current ethical and professional standards and legal requirements.																		
Business Logic	Calculations will include information from the MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.																		
Indicator	<p>MoCA</p> <p>The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</p> <ul style="list-style-type: none"> • Certification Candidate scores are reported when the “n” size is 10 or more. • Scores are based on the average of best attempt(s) per SSN per certification program. • EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019. • Scores are based on all available years in the APR-EPP starting with 2019. 																		
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First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

Calculating School Leader APR-EPP Scores

School Leader Program Domain 1: Visionary Leadership

Definition	The Principal as the Visionary Leader develops and implements a vision for the school to guide the learning of all students.																		
Business Logic	Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>MoCA</p> <ul style="list-style-type: none"> • Indicator score will be assigned based upon the average of the best score earned by each certification candidate regardless of when the score was earned. <ul style="list-style-type: none"> ○ The “n” size is based on 10 or more Certification Candidates. ○ Will be based on average of best attempt(s) per SSN per certification program. ○ EPP certification programs will receive points as noted below based on the average from the Certification Candidates for more than five years starting with 2019. ○ Based on five years of certification candidates (starting with 2019). ○ Scoring Guide will be based on all years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MPEA)</p> <ul style="list-style-type: none"> University Supervisors will submit data for this indicator. The “n” size is based on 10 or more Certification Candidates. MPEA for School Leader from the data submission will be used in the calculation. <ul style="list-style-type: none"> The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scoring will be based on all years in the APR-EPP starting with 2019. 														
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Performance Assessments															
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10.00 – 10.99	6														
Business Logic	<p>Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.</p>														
Indicator	<p>First-Year Principal Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal}.) <ul style="list-style-type: none"> DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 1. Indicator #2 is the First-Year Principal’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 1. All responses related to Domain 1 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year principal responses and one for first-year principals’ supervisor responses. <ul style="list-style-type: none"> Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor’s responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor’s responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. 														

First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

School Leader Program Domain 2: Instructional Leadership

Definition	The Principal as the Instructional Leader ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning.																		
Business Logic	Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>MoCA</p> <ul style="list-style-type: none"> Indicator score will be assigned based upon the average of the best score earned by each certification candidate regardless of when the score was earned. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. Will be based on average of best attempt(s) per SSN per certification program. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for over five years starting with 2019. Based on five years of certification candidates (starting with 2019). Scoring Guide will be based on all years in the APR-EPP starting with 2019. 																		
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Business Logic	Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>GPA</p> <ul style="list-style-type: none"> The reported GPA of certification candidates will be used. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for more than five years (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MPEA)</p> <ul style="list-style-type: none"> University Supervisors will submit data for this indicator. The “n” size is based on 10 or more Certification Candidates. MPEA for School Leader from the data submission will be used in the calculation. <ul style="list-style-type: none"> The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scoring will based on all years in the APR-EPP starting with 2019. 														
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Indicator	<p>First-Year Principal Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal}.) <ul style="list-style-type: none"> DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 2. Indicator #2 is the First-Year Principal’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 2. All responses related to Domain 2 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year principal responses and one for first-year principals’ supervisor responses. <ul style="list-style-type: none"> Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor’s responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor’s responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. 														

First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

School Leader Program Domain 3: Managerial Leadership

Definition	The Principal as the Managerial Leader implements operational systems, oversees personnel and ensures the equitable and strategic use of resources.																		
Business Logic	Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>MoCA</p> <ul style="list-style-type: none"> Indicator score will be assigned based upon the average of the best score earned by each certification candidate regardless of when the score was earned. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. Will be based on average of best attempt(s) per SSN per certification program. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for over five years starting with 2019. Based on five years of certification candidates (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
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Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>GPA</p> <ul style="list-style-type: none"> The reported GPA of certification candidates will be used. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for more than five years (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MPEA)</p> <ul style="list-style-type: none"> University Supervisors will submit data for this indicator. The “n” size is based on 10 or more Certification Candidates. MPEA for School Leader from the data submission will be used in the calculation. <ul style="list-style-type: none"> The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scoring will based on all years in the APR-EPP starting with 2019. 														
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Indicator	<p>First-Year Principal Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal}.) <ul style="list-style-type: none"> DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 3. Indicator #2 is the First-Year Principal’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 3. All responses related to Domain 3 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year principal responses and one for first-year principals’ supervisor responses. <ul style="list-style-type: none"> Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor’s responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor’s responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. 														

First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

School Leader Program Domain 4: Relational Leadership

Definition	The Principal as the Relational Leader interacts professional with students, staff, family, and community.																		
Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>MoCA</p> <ul style="list-style-type: none"> Indicator score will be assigned based upon the average of the best score earned by each certification candidate regardless of when the score was earned. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. Will be based on average of best attempt(s) per SSN per certification program. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for over five years starting with 2019. Based on five years of certification candidates (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
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Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>GPA</p> <ul style="list-style-type: none"> The reported GPA of certification candidates will be used. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for more than five years (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
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Indicator	<p>Performance Assessment (MPEA)</p> <ul style="list-style-type: none"> University Supervisors will submit data for this indicator. The “n” size is based on 10 or more Certification Candidates. 																		

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Indicator	<p>First-Year Principal Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal}.) <ul style="list-style-type: none"> DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals' supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 4. Indicator #2 is the First-Year Principal' Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 4. All responses related to Domain 4 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year principal responses and one for first-year principals' supervisor responses. <ul style="list-style-type: none"> Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor's responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor's responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. 														
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4.0 – 5.0	5														
3.0 – 3.9	4														
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0.0 – 1.9	0														

School Leader Program Domain 5: Innovative Leadership

Definition	The Principal as the Innovative Leader continues professional growth, actively engages in reflective practice, and applies new knowledge and understanding to drive appropriate change.																		
Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>MoCA</p> <ul style="list-style-type: none"> Indicator score will be assigned based upon the average of the best score earned by each certification candidate regardless of when the score was earned. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. Will be based on average of best attempt(s) per SSN per certification program. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for over five years starting with 2019. Based on five years of certification candidates (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
Scoring Guide	<table border="1"> <thead> <tr> <th colspan="2">MoCA</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>250.0 +</td><td>10</td></tr> <tr> <td>245.0 – 249.9</td><td>9.5</td></tr> <tr> <td>240.0 – 244.9</td><td>9</td></tr> <tr> <td>235.0 – 239.9</td><td>8.5</td></tr> <tr> <td>230.0 – 234.9</td><td>8</td></tr> <tr> <td>225.0 – 229.9</td><td>7.5</td></tr> <tr> <td>220.0 – 224.9</td><td>7</td></tr> </tbody> </table>	MoCA		Average Range	Points	250.0 +	10	245.0 – 249.9	9.5	240.0 – 244.9	9	235.0 – 239.9	8.5	230.0 – 234.9	8	225.0 – 229.9	7.5	220.0 – 224.9	7
MoCA																			
Average Range	Points																		
250.0 +	10																		
245.0 – 249.9	9.5																		
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225.0 – 229.9	7.5																		
220.0 – 224.9	7																		
Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.																		
Indicator	<p>GPA</p> <ul style="list-style-type: none"> The reported GPA of certification candidates will be used. <ul style="list-style-type: none"> The “n” size is based on 10 or more Certification Candidates. EPP certification programs will receive points as noted below based on the average from the Certification Candidates for more than five years (starting with 2019). Scoring Guide are based on all years in the APR-EPP starting with 2019. 																		
Scoring Guide	<table border="1"> <thead> <tr> <th colspan="2">Grade Point Average (GPA)</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>3.60 +</td><td>10</td></tr> <tr> <td>3.40 – 3.59</td><td>9.5</td></tr> <tr> <td>3.20 – 3.39</td><td>9</td></tr> <tr> <td>3.00 – 3.19</td><td>8.5</td></tr> <tr> <td>2.75 – 2.99</td><td>8</td></tr> </tbody> </table>	Grade Point Average (GPA)		Average Range	Points	3.60 +	10	3.40 – 3.59	9.5	3.20 – 3.39	9	3.00 – 3.19	8.5	2.75 – 2.99	8				
Grade Point Average (GPA)																			
Average Range	Points																		
3.60 +	10																		
3.40 – 3.59	9.5																		
3.20 – 3.39	9																		
3.00 – 3.19	8.5																		
2.75 – 2.99	8																		

Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.														
Indicator	<p>Performance Assessment (MPEA)</p> <ul style="list-style-type: none"> University Supervisors will submit data for the required The “n” size is based on 10 or more Certification Candidates MPEA for School Leader from the data submission will be used in the calculation <ul style="list-style-type: none"> The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide Scoring are based on all years in the APR-EPP starting with 2019 														
Scoring Guide	<table border="1"> <thead> <tr> <th colspan="2">Performance Assessments</th></tr> <tr> <th>Average Range</th><th>Points</th></tr> </thead> <tbody> <tr> <td>14.00 +</td><td>10</td></tr> <tr> <td>13.00 – 13.99</td><td>9</td></tr> <tr> <td>12.00 – 12.99</td><td>8</td></tr> <tr> <td>11.00 – 11.99</td><td>7</td></tr> <tr> <td>10.00 – 10.99</td><td>6</td></tr> </tbody> </table>	Performance Assessments		Average Range	Points	14.00 +	10	13.00 – 13.99	9	12.00 – 12.99	8	11.00 – 11.99	7	10.00 – 10.99	6
Performance Assessments															
Average Range	Points														
14.00 +	10														
13.00 – 13.99	9														
12.00 – 12.99	8														
11.00 – 11.99	7														
10.00 – 10.99	6														
Business Logic	Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total.														
Indicator	<p>First-Year Principal Surveys</p> <ul style="list-style-type: none"> First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal}).) <ul style="list-style-type: none"> DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals’ supervisor surveys. Survey items will be used to generate points associated with the standard. <ul style="list-style-type: none"> In order to be reported, <ul style="list-style-type: none"> a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 5. Indicator #2 is the First-Year Principal’ Supervisor Responses. <ul style="list-style-type: none"> It is the average of all the scores related to Domain 5. All responses related to Domain 5 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. <ul style="list-style-type: none"> On the supporting data pages there will be a column for first-year principal responses and one for first-year principals’ supervisor responses. <ul style="list-style-type: none"> Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor’s responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor’s responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. 														

First-Year Survey	
Average Range	Points
4.0 – 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

APPENDICES

Appendix A: Certification Programs

TEACHER	
AGRICULTURAL EDUCATION 5-9	6777
AGRICULTURAL EDUCATION 9-12	6779
ART K-12	415
BIOLOGY 9-12	24279
BLIND AND LOW VISION B-12	7512
BUSINESS EDUCATION 5-9	4377
BUSINESS EDUCATION 9-12	34379
CHEMISTRY 9-12	24679
CHINESE K-12	1025
DANCE K-12	25
DEAF AND HARD OF HEARING B-12	7212
DRIVER EDUCATION 9-12	17179
EARLY CHILD SPECIAL EDUCATION B-3	911
EARLY CHILDHOOD EDUCATION B-3	2511
EARTH SCIENCE 9-12	23879
ELEMENTARY EDUCATION 1-6	4776
ENGLISH 9-12	4879
ENGLISH LANGUAGE LEARNERS K-12	9968085
FAMILY AND CONSUMER SCIENCES K-12	2525
FRENCH K-12	495
GENERAL SCIENCE 5-9	5077
GENERAL SCIENCE 9-12	25079
GERMAN K-12	515
GIFTED EDUCATION K-12	235
HEALTH K-12	535
HEBREW K-12	295
ITALIAN K-12	305
JAPANESE K-12	245
JOURNALISM 9-12	5679
LANGUAGE ARTS 5-9	1977
LATIN K-12	575
LIBRARY MEDIA SPECIALIST K-12	2055
MARKETING 9-12	479
MATH SPECIALIST 1-6	99680276
MATHEMATICS 5-9	5877
MATHEMATICS 9-12	5879
MILD/MOD CROSS CATEGORICAL K-12	1015
MUSIC - INSTRUMENTAL K-12	1555
MUSIC - VOCAL K-12	1695
PHYSICAL EDUCATION K-12	605
PHYSICS 9-12	25979
ROTC 9-12	3779
RUSSIAN K-12	625
SOCIAL SCIENCE 5-9	16677
SEVERE DEVELOPMENTAL DISABILITIES K-12	85
SOCIAL SCIENCE 9-12	16679
SPANISH K-12	635
SPECIAL READING K-12	815
SPEECH AND THEATRE 5-9	6577
SPEECH AND THEATRE 9-12	6579
TECHNOLOGY AND ENGINEERING 5-9	25477
TECHNOLOGY AND ENGINEERING 9-12	25479

ADMINISTRATION	
CAREER EDUCATION DIRECTOR 7-12	8000819
PRINCIPAL K-8	183
PRINCIPAL 5-9	1877
PRINCIPAL 7-12	189
SCHOOL LEADER K-12	9968115
SPECIAL EDUCATION ADMINISTRATION K-12	115
SUPERINTENDENT K-12	205

STUDENT SERVICES	
SCHOOL COUNSELOR 7-12	799
SCHOOL COUNSELOR K-8	793
SCHOOL COUNSELOR K-12	795
SCHOOL PSYCH EXAMINER K-12	785
SCHOOL PSYCHOLOGIST K-12	105
SPEECH/LANGUAGE PATHOLOGIST B-12	16412

Appendix B: Appeals Process for 2022 EPP-APR Release

An appeal is the formal procedure for requesting that DESE revisit, recalculate, rescore, or otherwise alter a specific standard and indicator. This memorandum provides guidance on the EPP-APR appeal process.

DESE will notify EPPs annually of the beginning and end dates of any data review periods in a memorandum addressed to the Dean or Unit Leader. To submit any standard and indicator to be appealed for your certification candidate, you must use the [DESE appeals form](#).

Assessment Appeals

If an EPP believes a certification candidate's certification assessment was scored incorrectly, the EEP must follow the policies set by Educational Testing Service and/or Evaluation Systems group of Pearson in order to have the assessment rescored. Request rescoring early so DESE receives the new results in time to be reflected in the APR. The test taker must initiate the request for the rescoring and include the cost of the rescoring.

General Appeals

EPPs have the right to appeal any numeric data included in the APR. Concerns that are unrelated to the assessment appeals procedure noted above are handled on a case-by-case basis. General appeals must be submitted on DESE's appeals form and be accompanied with documentation to support the appeal.

The timeframe for appeals is from November 14, 2022–December 2, 2022. Approved appeals are reflected in the final APR according to the APR 2022 Calendar.

Once an EPP-APR is final, data included in that EPP-APR may not be appealed. Corrections made to prior data will not affect an EPP-APR report that has already reached the final status. These changes will be made in subsequent years that are affected by the appeal.

Appeals Form

A formal appeals form established to capture the following information regarding the appeal:

- Student name
- Date of birth
- Last five digits of the Social Security Number
- Certification program
- Performance indicator
- Completer year
- Exam date, if applicable
- Exam score, if applicable
- Supporting documentation or additional notation is attached
- Comments for the reason of the appeal
- Signed by the dean or unit leader

Notification of Appeal Status

In order to be considered, all requests for appeals must be received before the date specified in the APR 2022 Calendar. Notification of approval or denial of appeals, addressed to the dean or unit leader, will be postmarked on or before the date specified in the APR 2022 Calendar.

Appendix C: GPA Reporting Requirements by Certification Program

CONTENT GPA is the GPA for approved courses that DESE lists on file to meet the content for certification requirements. For example, Mathematics 9-12 certification requires specific courses in mathematics. An approved program should have a list of approved courses on file with DESE. The GPA for these content courses is what is meant by “Content Area GPA.” GPA is provided on a 4.00 scale (two decimal points).
K-12 FAMILY AND CONSUMER SCIENCES
K-12 ART
K-12 DANCE
K-12 FRENCH
K-12 CHINESE
K-12 GERMAN
K-12 HEALTH
K-12 HEBREW
K-12 ITALIAN
K-12 JAPANESE
K-12 LATIN
K-12 LIBRARY MEDIA SPECIALIST
K-12 MUSIC - INSTRUMENTAL
K-12 MUSIC - VOCAL
K-12 PHYSICAL EDUCATION
K-12 RUSSIAN
K-12 SPANISH
5-9 AGRICULTURAL EDUCATION
5-9 BUSINESS EDUCATION
5-9 GENERAL SCIENCE
5-9 LANGUAGE ARTS
5-9 MATHEMATICS
5-9 SOCIAL SCIENCE
5-9 SPEECH AND THEATRE
5-9 TECHNOLOGY AND ENGINEERING
9-12 AGRICULTURAL EDUCATION
9-12 BIOLOGY
9-12 BUSINESS EDUCATION
9-12 CHEMISTRY
9-12 EARTH SCIENCE
9-12 ENGLISH
9-12 GENERAL SCIENCE
9-12 JOURNALISM
9-12 MARKETING
9-12 MATHEMATICS
9-12 PHYSICS
9-12 SOCIAL SCIENCE
9-12 SPEECH AND THEATRE
9-12 TECHNOLOGY AND ENGINEERING

PROGRAM GPA is for these specific certification areas listed below and for ALL ALTERNATIVE CERTIFICATION AREAS. Please provide the GPA on a 4.00 scale (two decimal points).
B-3 EARLY CHILDHOOD EDUCATION
B-3 EARLY CHILDHOOD SPECIAL EDUCATION
B-12 BLIND/PARTIALLY SIGHTED
B-12 DEAF AND HEARING IMPAIRED
B-12 SEVERE DEVELOPMENT DISABLE
K-12 MILD/MODERATE CROSS-CATEGORICAL SPECIAL EDUCATION
K-12 SPECIAL EDUCATION ADMINISTRATION
1-6 ELEMENTARY EDUCATION
K-8 SCHOOL COUNSELOR
7-12 SCHOOL COUNSELOR
K-12 SCHOOL COUNSELOR
K-8 PRINCIPAL
5-9 PRINCIPAL (CANNOT STAND ALONE)
7-12 PRINCIPAL
K-12 SCHOOL LEADER
K-12 SUPERINTENDENT
Not Applicable (N/A) GPA. Please provide demographic information on for completers of the following programs.
9-12 DRIVER EDUCATION
9-12 ROTC
B-12 SPEECH/LANGUAGE PATHOLOGIST
K-12 ENGLISH LANGUAGE LEARNERS
K-12 GIFTED EDUCATION
K-12 SCHOOL PSYCHOLOGICAL EXAMINER
K-12 SCHOOL PSYCHOLOGIST
K-12 SPECIAL READING
1-6 MATH SPECIALIST

Appendix D: Completing the Data Collection Template

Completing the APR Data Collection Template is required for the APR. Below are the necessary steps that need to be followed to complete the template correctly prior to submission.

Access the APR Data Collection Template on the Educator Preparation webpage under [Educator Preparation Data Resources](#). Look for the 2022 Annual Performance Report section under the header Data Collections. There will be a hyperlink to an Excel file under the header of Data Template.

The following information will need placed in each cell (please note there is no dropdown for cells to allow for copying/pasting):

- Collection Version – Collection Version number determined by DESE should include **2022ALL1.0EDPrep**. (required)
- Current School Year — Requires four digits. This is the ending year of the current school year just completed. For example, for the 2021-22 school year use **2022**.
- Reporting Ed Prep Program — Requires six digits. DESE has assigned six digit college codes that can be located by clicking [here](#).
- Last Name — Legal last name of completer (required)
- First Name — Legal first name of completer (required)
- Middle Name — Legal middle name of completer (not required)
- Suffix — Legal suffix of completer (not required)
- Date of Birth — Required in this format (**mm/dd/yyyy**) and the date of birth must be over the age of 16 and under the age of 100 as of September 1 of the current school year reporting.
- Social Security Number — Required and must be in this format (**XXXXXXXXXX**) and cannot be the number 999999999. If no SSN, please report the Student ID (no letter only numbers) and put “Student ID No SSN” in the Comments box (column T).
- Gender — Report the student’s gender at time of completion of the program (required).
 - M — Male
 - F — Female
 - O — Non-Binary/Other
 - N — No Gender Reported
- Race/Ethnicity — Report the student’s race/ethnicity at time of completion of the program (required).
 - A — Asian
 - B — Black or African American
 - H — Hispanic/Latino of any race
 - I — American Indian or Alaska Native
 - W — White
 - P — Native Hawaiian or Other Pacific Islander
 - M — Multi-Racial
 - O — Other/Unknown
- Subject Area — Please find code in Appendix A that matches the certification the completer is seeking (required).
- GPA Type — Please identify the GPA Type Code for the GPA being reported on the completer (required).
 - C — Content (Everything will be reported as a “C” this year expect for those in the “Not Applicable” on page 59)
 - N — Not Applicable
- GPA — The GPA for approved courses that are listed on file with DESE to meet the certification requirements (required if GPA Type is a C).
- Content GPA — The GPA for approved content courses that the EPP is using to meet certification requirements.
 - In Secondary and most K-12 programs, this will be part C of the matrix. From the Middle School matrix use part A.5. (required)
 - “NA” must be inserted in this cell if the program does not have an explicit Content GPA (e.g. Elementary, Early Childhood Special Education, School Counselor.)
- Pedagogical GPA - The GPA for approved pedagogy courses that the EPP is using to meet certification requirements.
 - In Secondary and most K-12 programs, this will be parts A & B of the matrix. From the Middle School matrix, use A.1 – A.4 & Section B for Pedagogical GPA.) (required)
 - “NA” must be inserted in this cell if the program does not have an explicit Pedagogy GPA (e.g. Elementary, Early Childhood Special Education, School Counselor.
- Program GPA — The GPA for all approved courses that the EPP is using to meet certification requirements. (required)
 - “NA” must be inserted in this cell if the program does have explicit Content and Pedagogy GPAs (e.g. Elementary, Early Childhood Special Education, School Counselor).
 - This will be everything listed on the matrix for courses listed in Program GPA of Appendix C.

- Ed Prep Program Type — This is the path taken towards certification (required).
 - TD — Traditional
 - NT — Non-Traditional
 - AT — Associates of Arts in Teaching
- Completion Year — This is the four-digit requirement (required). (ex. 2022)
- Comments — This is anything that needs to be stated about the completer (ex. SSN is Student ID and not true SSN).
- CT Standard 1-9 (required)
 - Teacher — It must be between 0 and 4 with a single decimal point (.#) if Ed Prep Program Type is “TD” and “NT”. If Ed Prep Program Type is “AT” and you will place an “NA” in all CT Standard cells.
 - Counselor — (Will only be CT Standards 1-5 and place an “NA” in CT 6-9) It must be between 0 and 4 with a single decimal point (.#) if Ed Prep Program Type is “TD” and “NT”. If Ed Prep Program Type is “NA” and you will place an “NA” in all CT Standard cells.
 - School Leader — Will be “NA” for CT Standards 1-9
- US Standard 1-9 (required)
 - Teacher — It must be between 0 and 4 with a single decimal point (.#) if Ed Prep Program Type is “TD” and “NT”. If Ed Prep Program Type is “NA” and you will place an “NA” in all CT Standard cells.
 - Counselor — (Will only be CT Standards 1-5 and place an “NA” in CT 6-9) It must be between 0 and 4 with a single decimal point (.#) if Ed Prep Program Type is “TD” and “NT”. If Ed Prep Program Type is “AT” and you will place an “NA” in all CT Standard cells.
 - School Leader — Will be “NA” for CT Standards 1-9
- MPEA Performance Score (required)
 - Teacher — An “NA” will be placed in this cell if candidate is completing a teacher program.
 - Counselor — An “NA” will be placed in this cell if candidate is completing a counselor program.
 - School Leader — It must be between 0 and 16 (# or ##) if Ed Prep Program Types is “TD” and “NT”. If Ed Prep Program Type is “AT” and you will place an “NA” in the MPEA Performance Score cell.
- Mission Statement (required)
 - Place your Educator Preparation Program’s mission statement within this cell.
 - 100 word limit
- Descriptive Statement (required)
 - Place a descriptive statement about your Educator Preparation within this cell.
 - 250 word limit

Education Preparation Programs (EPPs) must report a **summative** score for each **Missouri Educator Evaluation System (MEES)** standard based on the following guidelines for teachers.

- Traditional (TD)
 - Cooperating Teacher (CT)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score range between 0–4 (.#)
 - University Supervisor (US)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score range between 0–4 (.#)
- Non-Traditional (NT)
 - Cooperating Teacher (CT)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score range between 0–4 (.#)
 - University Supervisor (US)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score range between 0–4 (.#)
- Associate of Arts in Teaching (AT)
 - Cooperating Teacher (CT)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score is NA
 - University Supervisor (US)
 - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
 - Score is NA

Missouri Educator Evaluation System (MEES)

Education Preparation Programs (EPPs) must report a **summative** score per MEES indicator based on the following conditions for school counselors:

- Traditional (TD)
 - Site Supervisor (CT)
 - Standards: 1, 2, 3, 4, and 5
 - Score range between 0–4 (##)
 - Standards: 6, 7, 8, and 9
 - Score is NA
 - University Supervisor (US)
 - Standards: 1, 2, 3, 4, and 5
 - Score range between 0–4 (##)
 - Standards: 6, 7, 8, and 9
 - Score is NA

Missouri Professors of Educational Administration (MPEA Performance Assessment)

Education Preparation Programs (EPPs) must report a **summative** score per MPEA indicator based on the following conditions for school leaders:

- Traditional (TD)
 - University Supervisor (US)
 - Standards: 1, 2, 3, 4, and 5
 - Score range between 0–16 (##)
 - Standards: 6, 7, 8, and 9
 - Score is NA

Appendix E: Required Program Actions and Options for Support

Once accreditation status is initiated, the following Program Actions and Options for Support will be implemented.

Situation	Required Actions	Support Options ¹
First year earning 70 percent of points or fewer	<ul style="list-style-type: none"> Develop a general response with a strategy Response maintained on file with Office of Educator Quality (OEQ) 	<ul style="list-style-type: none"> OEQ review and feedback Board feedback DESE resources available Intra-institution support Peer program support available National consultation
Second consecutive year earning 70 percent of points or fewer	<ul style="list-style-type: none"> Create an improvement team Develop an improvement plan Present to the Board for approval Send first status letter to students 	
Provisional Accreditation status earning 70 percent or more of points possible	<ul style="list-style-type: none"> Program improvement team reports progress to Board 	
Provisional Accreditation status earning fewer than 70 percent of points possible	<ul style="list-style-type: none"> Program improvement team reports progress to Board Second and final status letter to students 	

¹ **Department resources** – research and resources on curriculum, evaluation, professional learning, etc.; **Intra-institution support** – assistance offered by programs within the same institution; **Peer program support** – feedback, support, resources, etc. provided by like programs (i.e. elementary education, middle school math, etc.) from other institutions; **National consultation** – use of available research laboratory materials and trainings. A sequence of determinations and supports is initiated when an educator preparation program receives an accreditation designation.